

Support Staff Job Evaluation Study

(Equal Employment Opportunity Initiatives) – Status Report

The following Status Report on the Support Staff Job Evaluation Study has been provided by the Director of Personnel Services.

Background

In the fall of 1985, the University of Alberta began a study to review the job evaluation and job classification structure of about 4,000 support staff positions. The purpose of the study is to implement a new point-factor job evaluation system called the Aiken Plan and to evaluate all support staff positions at the University. The objectives are to provide for equal employment opportunities, equal pay for work of equal value and a defensible classification system.

Project Organization

The study is being conducted with the assistance of the management consultant firm, Stevenson Kellogg Ernst & Whinney (formerly Thorne Stevenson & Kellogg). The study team also includes three staff members of Personnel Services. The study is conducted with the participation and guidance of an Advisory Committee with representation from a number of University Faculties and departments. The study was

divided into two phases:

Phase I - job reviews covering a broad sample of 350 benchmark positions.

Phase II - job reviews for all remaining support staff positions.

Phase I

The Study Team has completed job descriptions for all Phase I benchmark positions. All the jobs have been evaluated by Job Evaluation Committees which are comprised of representatives from

various University Faculties and departments, Personnel Services and the Non-Academic Staff Association. The tentative rankings of the positions evaluated are currently being discussed with Faculties and departments to obtain management input and clarification.

Phase II

The Study Team is proceeding with Phase II of the study on a department and/or Faculty basis.

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Introducing a New Section in Folio

Graduate students at the University of Alberta represent a multi-million dollar research commitment and the investment of thousands of hours of research time into subjects across the academic spectrum.

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The section makes its debut on page 5. □

FOLIO

University of Alberta

26 February 1987

Contents

- GSA's Employment Forum
- Arts Building a hive of tradesmen
- More books from Japan Foundation
- Richard Eaton Singers tackle monumental work



60,000 Calendars Coming Up

The University's 1987-88 Calendar went to press on 20 February . . . and 21 February . . . and 22 February and . . . The 584-page Calendar contains 12 sections and it takes about five hours to print each one. (Last year, the Calendar ran to 496 pages; 55,000 copies were printed.) Ed Anaka (right) of Printing Services and Tom Maxwell of ed-web printers observe the power of the press. The Calendar, which will be printed on 60 tons of newsprint, will be distributed on 16 March.

Continued from page one

During Phase II, every incumbent will receive either a Job Fact Sheet to prepare a job description or a standard job description to edit to fit their position. Once the job description is received, the Study Team will take the appropriate action (personal or telephone interview, for example) to obtain clarification on the job. Subsequently, this job will be evaluated based on the Aiken Plan and compared with the benchmark positions to arrive at the appropriate classification level.

After a department or Faculty has completed the Phase II process, tentative results will be discussed with the Department Head to obtain further input and clarification. During the first part of 1988, we will let the incumbents know the results of the study as it pertains to their positions. All incumbents, at that time, will have an opportunity to provide further input.

Progress

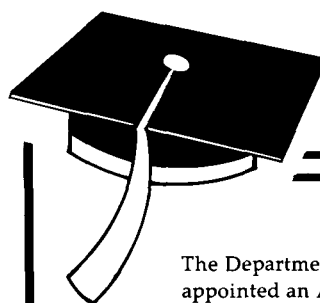
As of the end of January 1987, the Study Team has sent out more than 1,400 job questionnaires and one-third of them have been returned. Follow-up is being

undertaken on the job descriptions received and jobs are then evaluated, based on similar benchmark jobs. Some jobs will be evaluated by Job Evaluation Committees.

The study is scheduled to be completed by the spring of 1988, and it is proceeding on schedule.

Personnel Services wishes to thank all employees in benchmark positions who assisted us in Phase I of the study, Advisory Committee members and Job Evaluation Committee members, as well as all department management, whose cooperation has greatly facilitated the progress of the study. Numerous departments and Faculties, including the Library, Housing and Food Services, Physical Plant, Materials Management, the Registrar's Office, the Faculties of Arts, Agriculture and Forestry, and Engineering have made significant contributions in time and effort to assist us in Phase II of the study. Everyone's assistance and support is appreciated.

If you have questions or concerns, or would like to have further clarification on the current status of the study, please call Peter Chung, Faye Dau, or Inge Telzerow at 432-8164. □



Activities

The Department of Educational Administration has appointed an Associate Editor to assist **Joe Fris** (Editor) in the production of its long-standing publication *The Canadian Administrator*. **Gordon McIntosh** joins the CA in its 26th year of publication . . . **Juliet McMaster** (English), a University Professor and the winner of last year's Research Prize in the Humanities, has been awarded a Killam Research Fellowship for 1987-88. Her topic will be "Body and Character in the Eighteenth-Century Novel." Professor McMaster recently served as Visiting Scholar at Queen's University, where she gave two papers, and addressed gatherings of graduate students . . . Another University Professor, **L.C. Green**, gave evidence in Ottawa before the Senate Committee on Terrorism and Public Security.

Graduate Students' Association Schedules Employment Forum

The Graduate Students' Association is once again organizing an Employment Forum. "The response to last year's Forum was very positive. We consider it desirable that the event be continued," says Annette Richardson, President of GSA. This year's Forum will be a one-day (4 March) event in the Power Plant.

"Graduate students have devoted a great deal of time to their studies. GSA has tried to support its members in a number of ways. It seems important that we offer opportunities for them to prepare for the transition from student to

career professional," Richardson notes.

GSA is pleased to acknowledge Forum sponsorship by Dean F.S. Chia and the Faculty of Graduate Studies and Research, Peter Meekison, Vice-President (Academic), Peter Miller, Dean of Student Services, and Alumni Affairs.

The Forum begins at 9 a.m. in GSA's "Back Room," located in the Power Plant. Refreshments will be available throughout the day, and a cold plate luncheon will be served at noon.

The Forum's program is as follows:

The Job Search Process

9 a.m. Dean Chia, Faculty of Graduate Studies and Research
Opening

What Can I Expect My Degree To Do For Me

9:30 a.m. Jennifer Yip Choy, Director, University Placement Office
What Career Placement Has To Offer

10 a.m. G. Mumey, Associate Dean, Faculty of Business
Interview Techniques

11 a.m. Jenny Bain, Alberta Manpower
Career Planning

In the Workplace

1 p.m. Bob Schmidt, CUSO

Employment Opportunities for Canadians Overseas

1:30 p.m. Paul Denaeghal, Shell Canada

What Employers Look For

2 p.m. Rod Turpin and Ed Davies, Technical Service Council of Canada
Realities of the Workplace

3 p.m. Panel Discussion

Linda Woodbridge, Chairman, English Department

Terry White, Dean, Faculty of Arts

Ian Campbell, Past President, AASUA

Peter Miller, Dean, Student Services

Jocelyn Hezekiah, Graduate Student

The Advantages and Disadvantages of being a Sessional □

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Respect for the Past Evident in Arts Building Renovation

The Arts Building began life in 1881 the same year Bell placed North America's first transcontinental call. Mechanically and electrically the building was "as ancient as its outside skin," says Michael Szyling, the University development officer in charge of the renovations.

New systems for air supply, electricity, computers, fire alarms, new windows and a new roof will have been added by the time the project is complete this fall.

Meanwhile, from "The Swamp"—as the sub-basement is affectionately known to those working in it—to the tar boilers on its new roof, the 73-year-old building is a hive of tradesmen. New sewer lines are being laid. Masked men are stripping away layers of old paint from the familiar terra cotta tiles on the main and second floors, prior to resealing them. Sealed units are being installed to replace the draughty, single-pane windows. Insulation is being increased.

But wherever possible, the best of the past is being retained in this renovation process.

On the third floor, the immensely durable lath and plaster walls will stay. Oak panels in the old undergraduate student lounge are being restored. The original hardwood floors and panelling will smile back at R.A. Young when he takes over his new Chair of Romance Languages office.

Fund-raising for furniture and fittings in the oval-shaped Senate Chamber on the second floor has exceeded its \$25,000 target. When all the work is finished,



"you'll have the old building at its best, plus completely modern offices," says Szyling, an Engineering graduate of this University now in his seventh year with Planning and Development. In that time, he's worked on renovations to Assiniboia Hall, Cameron Library, the Plant Science facility at the University Farm, and the new Swine Research unit. His office is currently working on plans for renovations at HUB.

"We get better with each renovation," he says with a smile. □



At first it was hoped to repair the original Arts Building roof, but closer inspection revealed the need for complete re-building. Fortunately for the tar babies on the roof, the weather was perfect.

Writing Competence Petitions: Notice to Students

This notice is intended for students who have not met the University's writing competence requirement and whose deadline for meeting that requirement occurs on or before 1 September 1987. Students who do not pass the writing competence test by their deadline will have their registrations cancelled prior to the start of classes unless granted an extension by the GFC Writing Competence Petitions Committee (WCPC).

If your deadline is 1 May or 1 July and you plan to register in the Spring term or in a subsequent session, you may petition or re-petition the WCPC for permission to continue your registration, provided that you are currently registered and have written the writing competence test at least once.

If your deadline is 1 September and you plan to register in the Fall term or in a subsequent session, you have the option of petitioning the WCPC either in March or in July provided that you are currently registered and have written the writing competence test at least once. Students with a 1 September deadline who will be out of the city from 28 to 31 July may wish to consider submitting a petition in March. Students in this category should first consult the student advisers or student ombudsmen.

Students are urged to seek advice on preparing their writing competence petitions. Such advice can be sought from the Student Ombudsmen, 272 Students' Union Building, or the Student Advisers in the Office of the Dean of Student Services, 300 Athabasca Hall. The regulations and procedures used by the GFC Writing Competence Petitions Committee are available in either of these offices.

Petitions must be **received** in the University Secretariat, 2-5 University Hall, **by Thursday, 19 March 1987, 4:30 p.m.**

Marcel Boyer: Distinguished Visitor

During the month of March, Marcel Boyer, Professor and Chairman of the Département de Sciences Economiques at the Université de Montréal, will be visiting the Department of Economics, under the aegis of the Distinguished Visitors program of our University. Dr. Boyer will talk on "Recent development in the concepts of rationality and equilibrium: what do they mean for economists?" on 3 March (at 3:30 p.m. in the "Tory breezeway" TB-W2). Both rationality and equilibrium are prominent precepts in the social sciences, and this public lecture aims to discuss them in a non-technical way. A reception in the Faculty Club will follow this address.

Four seminars will be held by Dr.

Boyer, all of them in the Department of Economics (8-22 Tory Building). The titles are: "Theoretical industrial organization: endogenous rationing in a duopoly with price-quantity strategies (the *homogeneous* product case)" (9 March, 3 p.m.); "The same subject matter, but for the *differentiated* product case" (10 March, 3:30 p.m.); "The economics of uncertainty: moral hazard and multiperiod contracts" (19 March, 3:30 p.m.); and "Expanding the informativeness of the price system with law: the case of misleading advertising" (24 March, 3:30 p.m.).

These are much-discussed and topical subject matters in the current professional literature, although they are not exactly belletristic.

Marcel Boyer is French-Canadian by birth, and became thoroughly bilingual during his studies and fellowships at Carnegie-Mellon University. His scientific output is prodigious, in both languages. He has contributed to a variety of topics in mathematical economics and industrial organization, for example, polytope algorithms, habit formation in consumers, deceptive advertising, information and uncertainty. His special interest belongs to rational behavior patterns and pricing schemes in oligopoly, as witnessed by a long string of recent papers.

Dr. Boyer will communicate some of these findings in his talks and seminars, in English, but the ancillary proceedings and functions will be all-Canadian.□

CITL Anxious to Hear About Innovative Teaching Methods

The Committee for the Improvement of Teaching and Learning (CITL) has been increasingly visible on the University of Alberta campus during the past few years. The members of CITL examine topics related to teaching and learning in a policy context and the office of CITL organizes a number of on-going programs, including teaching improvement seminars for faculty, and the unique peer consultation service available to all academic staff.

In their work with individual teaching staff, peer consultants have noticed that innovative teaching methods are widespread, but not widely known. Many teaching staff are experimenting with different approaches to help students learn, articles or books that are useful and stimulating, solutions to teaching problems discussed at departmental meetings or retreats, etc. Peer consultants are asking for input on these innovations so that they in turn can share it with clients and colleagues across campus.

The coordinator of CITL, Bente Roed Cochran, has volunteered to serve as the "collecting point" for such information. She can be reached at 432-2826. Her address is 1-11 University Hall.□

McCalla Professorship for Mulcahy

Robert Mulcahy (Educational Psychology) has been awarded a McCalla Professorship for 1987-88. He will spend the time on his continuing interest in the processes (strategies) individuals use in learning.

For the past several years, Dr. Mulcahy's research has taken two basic directions which have culminated in the development of a learning-thinking strategies

program for teachers. One line of his research examined the assessment of the intellectual skills of Inuit youngsters. The second area that he and the graduate students working with him pursued was to determine the effects of teaching specific cognitive academic strategies on the performance of learning disabled and mildly retarded youngsters.

These research projects have resulted in the development and initial evaluation of a learning-thinking strategies teaching program for elementary, junior and senior high teachers. The program is now a major three-year study which will be completed this June.

Learning-Thinking Strategies

As a McCalla Professor, Dr. Mulcahy will strive toward the initial development of a hierarchy of learning-thinking strategies for teaching children in grades 4 through 12, and the development of a framework for total school system implementation and evaluation. Time off from teaching responsibilities will allow him to pull together the data from a total school system implementation as well as the three-year evaluation data. He will use this information as the basis for hierarchical development of learning-thinking strategies and the development of a model for school system implementation and evaluation.

According to Dr. Mulcahy, the most important practical work of this particular project is "the creation of a hierarchy of learning-thinking strategies for curriculum and instruction for teachers." In addition, he feels that this work could act as a possible model for school systems to utilize when implementing and evaluation learning-thinking instruction.□

Japan Foundation Donates Books, Slides

Friday the 13th was an auspicious day for East Asian Languages and Literatures. On that day in February, the Japan Foundation made its ninth donation of books and teaching materials to the department's library.

In a ceremony at University House, the 47 books and seven sets of slides were presented by Mamoru Funakoshi, Consul General of Japan, on behalf of the Foundation, and accepted by Dean of Arts, Terry White, representing the University.

Twenty-two of the volumes are on Japanese literature and religion; the others are linguistic books and language teaching materials. The slide sets are on Japanese history.

The donation is valued at \$2,700 and a matching grant is being applied for.

The Japan Foundation is a non-profit organization whose purpose is to promote international cultural exchange and mutual understanding between Japan and the rest of the world. Its world-wide programs include exchanges of scholars, artists and other professionals; support for Japanese studies and the promotion of Japanese language programs; assistance to performing arts and exhibitions; distribution in other countries of materials on Japanese culture; and research, planning and coordination of international cultural exchange programs.□

Read All About It

The Office of Institutional Research and Planning has published "Perceptions of Students of the School-University Transition: A Second Year Follow-up." The 66-page report documents the results of a follow-up to the first-year study, published in April 1986.

Heading the list of "the most noteworthy findings" is the fact that 41 students (11 percent) in the 1985-86 respondent sample had enrolled in a different Faculty in their second year; of these, 11 were not registered in one of the five Faculties (Arts, Business, Education, Engineering and Science) originally surveyed.

Copies of the report are available from Institutional Research and Planning.□

Friday Night at the Movies

It seems there are about as many ways to raise funds for spinal cord research as there are miles that Rick Hansen has covered.

Campus Recreation has come up with a doozy—"Dive-In Movies." Two dollars and a bathing suit will get you into the West Pool, 27 February, for a showing of "Jaws." The doors open at 7:15 p.m.; the movie starts at 7:35 p.m. (Worry not, landlubbers. Bleacher seats are available.)

As many people are expected, Campus Recreation staff ask that

moviegoers bring their own innertubes and air mattresses.

Two notes of caution: The event is *not recommended* for people under the age of 14 for obvious safety reasons, and *food and drink will not be available*, again for obvious safety and hygiene reasons.

Advance tickets can be bought at W1-08 Van Vliet Physical Education and Recreation Centre.

Half of every \$2 admission will go to the Man in Motion campaign. □

Of Gerontius's Dream the Richard Eaton Singers Sing

The Richard Eaton Singers, Edmonton's senior oratorio choir, are celebrating 35 years of music making with the Edmonton premiere of Edward Elgar's "The Dream of Gerontius," Wednesday, 11 March. Curtain time at the Jubilee Auditorium is 8 p.m.

The choir was organized in the early 1950s by Richard Eaton, then head of the University's Division of Music. The choir was known as the University Singers until the death of Professor Eaton in 1968, when it was renamed in his memory.

Membership of the choir, which numbers around 180, is drawn from the community, that is, Edmonton residents and commuters from as far away as Edson and Camrose.

Although the choir is an independent organization, it maintains close ties with the University. The current director, Leonard Ratzlaff, is on the Music faculty, and directs the Concert Choir and Madrigal Singers.

The choir performs regularly as guests of the Edmonton Symphony, and, as the opening phase of a touring exchange, will host and perform with the Dutch choir "Hagacantare" this summer.

"The Dream of Gerontius" was completed in 1900. The libretto was drawn from John Henry Newman's poem which tells of an old man who, on his deathbed, reviews his life and contemplates his passage from this world to the next.

Glyn Evans will sing the role of Gerontius. The performance will also showcase the talents of Catherine Robbin and Daniel Licht.

The 11 March performance is made possible in large part by a sponsoring grant from the City of Edmonton Parks and Recreation Department, and continuing grant support from Alberta Culture. Tickets (\$8-\$16) are available through all BASS outlets. □

Pig Improvement (Canada) Ltd. Supplies Funds for Advancement of Swine Research Unit

Pig Improvement (Canada) Ltd. (PIC), a privately-owned pig breeding company based in Acme, Alberta, recently presented President Horowitz with a cheque for \$51,182 to help fund the new Swine Research Unit at the University.

David Price, General Manager of PIC, presented the cheque and expressed pleasure at being able to support the swine research effort here. "The ability of Canadian pork producers to be competitive

internationally is very heavily reliant on having quality research done that is applicable to our Canadian industry. Hog producers in Alberta, and indeed across Canada, have benefited greatly from the high quality of pig research which has emanated from the University of Alberta, in recent years, by researchers such as Frank Aherne, John Bowland and Willem Sauer. We are pleased to be part of the support needed to provide the modern facilities necessary to

continue this quality work. This is especially important at a time when federal government-funded agricultural research in Western Canada has had major cuts in funding and programs."

PIC was established 16 years ago, and has grown to be a supplier of breeding stock to all major areas of pig production in Canada. It operates large production facilities and has its own research and technical department. □

Successful Defence of Final PhD Oral Examinations

Name	Department	Final Thesis Title
Venta Louise Kabzems	Educational Psychology	"Personality Assessment in the Mentally Retarded: A Video Approach"
Shirley Eva Kabachia	Educational Psychology	"Sexual Harassment in the Workplace"
Claude M. Sauveplane	Civil Engineering	"Analytical Modelling of Transient Flow to Wells in Complex Aquifer Systems: Characterization and Productivity of These Systems"
Brahma Ramani	Chemistry	"Studies on the Total Synthesis of Siccantin"
Swapan Kumar Chowdhury	Chemistry	"Kinetics and Equilibria of Electron Transfer Reactions: $A^- + B = A + B^-$. Determination of Electron Affinities. Structure and Stability of Ions A^- , B^- and A -duct Ions A^- , B , and B^- , A ."
Do-Hyung Lee	Chemistry	"Magnetic Relaxation Studies of Molecular Rotation in Liquids"
Francisco Talamas	Chemistry	"On the Synthesis of Warburganal and Muzigadial"
George A. Torok-Both	Faculty of Pharmacy & Pharmaceutical Sciences	"Analysis of Phenelzine, Lidocaine and Doxapram: Application to the Study of their Metabolism and Pharmacokinetics"
Lai-King Ng	Microbiology	"Isolation and Characterization of <i>Campylobacter coli</i> and <i>Campylobacter jejuni</i> "
Michael Richard Burke	Chemistry	"Photochemistry of $Os_3(CO)_{12}$ with Unsaturated Organic Substrates"

Unique Acquisition for Geography

The Women's Atlas of the United States is a recent acquisition of Geography's Map Collection and it stands out as a rather unusual addition to the Collection. The book consists of eight sections (maps and text) and includes topics such as demographics, education and employment.

In the book's section on demographics it maps out the population and distribution of women in each state, while the chapter on employment deals with the percentage of working women compared to men, as well as working mothers and wives. In addition, this chapter shows universities and colleges where women hold the presidency. The book identifies women and categorizes them, by various color codes, in each state giving the reader a colorful picture of where American women are and what they're doing. □

Nash of 'The National' Here for Public Forum on Broadcasting

Knowlton Nash has confirmed that he will participate in a public forum on the future of Canadian broadcasting.

The veteran CBC newscaster will sit on a panel that will examine the recommendations contained in the Caplan Sauvageau Report.

Other panelists are Gerry Caplan, co-chair of the recent federal task force that looked into broadcasting policy; Fil Fraser, member of the task force and Edmonton broadcaster and writer; and Don Taylor, general manager of Rogers Cable TV. There will also be a representative of the Western Association of Broadcasters.

The moderator is Linda Sherwood of ACCESS.

The forum will take place 9



Campus Reviews

As part of the process of carrying out systematic reviews under the guidance of the President's Advisory Committee on Campus Reviews (PACCR), the Department of Germanic Languages is completing the self-study phase of the review process. The other major phase of the process is the site visit and assessment by the Unit Review Committee. In preparation for this second phase, PACCR invites written comment prior to 13 March 1987. Submissions are for the use of the Unit Review Committee and will be held in confidence by the members of that committee.

Submissions should be sent to: Mrs. Shirley Moore, Coordinator, PACCR Office, W4-13 Chemistry Building, Attention: The Department of Germanic Languages Unit Review Committee.

'Luncheon for Hansen'

A no-host luncheon on behalf of Rick Hansen and the Man in Motion campaign will be held at the Faculty Club, 2 and 3 March, noon to 1 p.m.

Students from the Department of Music will perform on both days.

Faculty Women's Club

The Faculty Women's Club will hold its Spring Luncheon at the Faculty Club on Wednesday, 4 March. Guest speaker Owen Beattie will hold forth on "What Really Happened to the Franklin Expedition on Baffin Island."

Tickets (\$8) are available from Rita Kumar, 435-5803.

March at 7:30 p.m. in 2-115 Education North.

Sponsors are the Canadian Association for Adult Education and the Faculty of Extension. □

First Child Born to Royal Bruces

Call her Princess Erin of Scotland.

Erin Keeley Bruce, first child to Treleen and Douglas Bruce, was born at 10:48 a.m., Wednesday, 18 February, at Royal Alex Hospital. Mr. Bruce, as *Folio* readers will remember, is the humble HUB newsagent who claims direct descent from King Robert the Bruce of Scotland.

"It was a long labor," says the princess's dad. Erin, who weighed 9 pounds 13 ounces, is doing well, as is her mom. □

Talks

Advisory Committee on Women's Studies and WISEST

26 February, 7:30 p.m. Ursula Franklin, Professor of Metallurgy and Materials Science, University of Toronto, "Women in Extra-parliamentary Opposition: Reflections on 25 Years of Voice of Women in Canada." Co-sponsored by Edmonton Voice of Women and the Women's Program, Faculty of Extension. L-1 Humanities Centre.

2 March, 4 p.m. Dr. Franklin, "Complexity and Context: Looking Into the Future of Scientific Enquiries." Co-sponsored by WISEST. L-4 Humanities Centre.

5 March, 4 p.m. Dr. Franklin, "Complexity and Context: Looking Into the Future of the Women's Movement." Co-sponsored by Academic Women's Association. L-1 Humanities Centre.

Agricultural Engineering

27 February, 1 p.m. J.H. Taylor, National Soil Dynamics Laboratory, U.S. Department of Agriculture, Auburn, Alabama, "Traffic-Induced Soil Compaction Research Around the World." E-344 Chemical-Mineral Engineering Building.

Boreal Institute for Northern Studies

27 February, noon. Marc Cattet, "Morphological Comparisons of Black and Polar Bears—Not as Black and White as Appearances Suggest." M-137 Biological Sciences Centre.

6 March, noon. Rogier Gruys, "Chernobyl and its Effects on Swedish Wildlife." M-137 Biological Sciences Centre.

Physics

27 February, 2 p.m. J. Jung, "Morphology

and Stability of the Solid-Fluid Helium Interface." V-121 Physics Building.

Finance and Management Science

27 February, 3 p.m. Erhan Erkut, "The Discrete P-Dispersion Problem." 4-16 Business Building.

6 March, 3 p.m. Eugene Kaciak, "Combining Individual Cardinal Rankings Into a Consensus Cardinal Ranking." 4-16 Business Building.

History

27 February, 3:05 p.m. J.E. Foster, "Louis Riel as Ethnic and Regional Myth." 2-58 Tory Building.

Zoology

27 February, 3:30 p.m. A. Ahmed, "Problems in Sequencing the Human Genome." M-149 Biological Sciences Centre.

Canadian Institute of Ukrainian Studies

27 February, 7:30 p.m. Roman Petryshyn, Multicultural Advisor, Grant MacEwan Community College, "Ukrainian Cultural Development in Alberta: A Vision for the Future." Heritage Lounge, Athabasca Hall.

St. Joseph's College

27 February, 8 p.m. Rev. James K. McConica, "The Place of Catholics." 2-115 Education Building.

Sociology

2 March, noon. Teodor Shanin, Professor of Sociology, University of Manchester, England, "Revolution as a Moment of Truth: Russian 1905-1907." Co-sponsored by Political Science and the Canadian Institute of Ukrainian Studies. 14-6 Tory Building.

2 March, 4 p.m. Professor Shanin, "The Theory of Peasant Economy: The Ideas of Alexander Chayanov." Co-sponsors: Same as above. 5-15 Tory Building.

6 March, noon. Ulf Olsson, Umea University, Sweden, "Standard of Living: Concept and Methodology." Co-sponsored by History and Political Science. 5-15 Tory Building.

11 March, noon. Gerd Schienstock, Vienna Institute for Advanced Studies, "Labour Market Structure and Policy in Austria." 5-15 Tory Building.

Slavic and East European Studies

2 March, 3 p.m. O. Zujewskij, "A. Chekhov's Impressionism as Recently Appraised by Soviet Literary Critics." 776 General Services Building.

9 March, 3 p.m. Allan Reid, "Lotman's Definitions of Literature." 776 General Services Building.

Population Research Laboratory

2 March, 3 p.m. Robert Silverman, "Community Reactions to Crime." TB-W2 Tory Breezeway.

English

2 March, 4 p.m. Jo-Ann Wallace will discuss *Replacing Feminist Criticism* by Peggy Kamuf, and *The Text's Heroine: A Feminist Critic and Her Fictions* by K. Miller. 5-20 Humanities Centre.

4 March, 4 p.m. Bridget Elliott on *Old Mistresses: Women, Art, and Ideology*, by Griselda Pollock and Rozsika Parker. 5-20 Humanities Centre.

5 March, 12:30 p.m. George Bowring, author, will read from his works. L-3 Humanities Centre.

5 March, 3:30 p.m. Shirley Neuman will discuss *The Newly Born Woman (La Jeune Née)* by Hélène Cixous and Catherine Clément. 5-20 Humanities Centre.

12 March, 12:30 p.m. Sharon Theser will read from her works. L-3 Humanit Centre.

Ghanaian Students' Association

2 March, 7 p.m. David Joe Achanfuo-Yeboah, President, Ghanaian Students' Association, "The New Political Democracy in Ghana." 2-05 Business Building.

CITL

3 March, noon. Robyn Mott and Lois Marckworth Stanford, "Teaching Dossier." TB-W2 Tory Breezeway.

4 March, 3 p.m. Wilfred Allan, Keith Briggs, and James Quarshie, "Teaching Students from Another Culture." TB-W2 Tory Breezeway.

5 March, 3:30 p.m. Patricia Demers, Keith Denford and Brian J. Silzer, "Effective Use of the Nine Point Grading System." 1-09 Business Building.

10 March, 3 p.m. Mary Mahoney-Robson, "Introduction to Scholarly Publishing." TB-W2 Tory Breezeway.

11 March, 3:30 p.m. Jennie Wilting, Mental Health Consultant, Grant MacEwan Community College, "Burnout Prevention in the Work Place." TB-W2 Tory Breezeway.

12 March, 10 a.m. Marg Gardiner, Lynn Hewitt and Tom Powrie, "Obtaining Grants: Negotiating the Hurdles—Avoiding the Pitfalls." TB-W2 Tory Breezeway.

12 March, 12:30 p.m. Jennifer Jay, Elizabeth Richards and Linda Woodbridge, "Time Management Strategies for Women." TB-W2 Tory Breezeway.

Philosophy

3 March, 3:30 p.m. Ronald de Sousa, University of Toronto, "What Computers Must Feel." 4-29 Humanities Centre.

Plant Science

3 March, 4 p.m. G. Van Esbroeck, "The Use of Growth Regulators for Improving Forage Quality and Yield Distribution." 811 General Services Building.

5 March, 4 p.m. L. Mikitzel, "Ethylene and Polyamines—Same Precursor, Different Physiological Effects." 811 General Services Building.

10 March, 4 p.m. J. Rutherford, "Involvement of a Secondary Messenger in Auxin Transport." 811 General Services Building.

12 March, 4 p.m. G.W. Cussans, Department of Agricultural Sciences, University of Bristol, Long Ashton, England, "Weed Density Thresholds—How Good Are They?" 811 General Services Building.

Forest Science

4 March, noon. Jens Roland, "Biological Control of Forest Defoliators: Manipulating Parasitoid Attack Rate Using Chemical Extracts." 4-1 Mechanical Engineering Building.

East Asia Interest Club

4 March, 3 p.m. W. Davis, "Chinese Characters on the Macintosh Computer." B-05 Business Building.

12 March, 3:30 p.m. B. Evans, Vice-President (International Affairs), "China in June, 1964." TB-W2 Tory Breezeway.

Limnology and Fisheries Discussion Group

5 March, 12:30 p.m. Don Abbey, "Comparative Growth Rates of Larval Perch in Lakes on the Boreal Plains." P-319N Biological Sciences Centre.
6 March, 12:30 p.m. Jackie Shaw, "Forewater Phosphorus: Trivial or Important in Terms of Nutrient Cycling in Lakes?" P-319N Biological Sciences Centre.

Food Science

5 March, 1:30 p.m. Judson Harper, Vice-President of Research and Professor of Agricultural and Chemical Engineering, Colorado State University, Fort Collins, Colorado, "Texturization of Starch and Protein Materials by Extrusion." Co-sponsored by Alberta Agriculture's Food Processing Development Centre. 723 General Services Building.

History, Political Science and Sociology

5 March, 3 p.m. Ulf Olsson, Professor of Economic History, University of Umea, Sweden, "Sweden: A Case of Armed Neutrality." 10-4 Tory Building.
6 March, noon. Professor Olsson, "Standard of Living: Concept and Methodology." 5-15 Tory Building.

Chemical Engineering

5 March, 3 p.m. Ron Bondy, "Steady State Simulation of Crude Towers Using Continuous Thermodynamics." E-342 Chemical-Mineral Engineering Building.

Science, Technology Society Program

5 March, 3:30 p.m. Mohan Matthen, "Rationalism and Empiricism in Ancient Medicine." 1-06 Business Building.
12 March, 3:30 p.m. C.S. Holling, Institute of Animal Resource Ecology, University of British Columbia, "Sources of Renewal in Evolving Nature, Technologies and Societies." 1-06 Business Building.

Comparative Literature and East Asian Languages and Literatures

5 March, 3:30 p.m. Stephen Owen, Harvard University, "Early Hermeneutics: The Confucian Theory of Knowledge." 207-A Law Centre.
5 March, 4:30 p.m. Wai-Lim Yip, University of California at San Diego, "The Taoist Theory of Knowledge." 207-A Law Centre.
6 March, 3:30 p.m. Melena Dolezelová-Velingerová, University of Toronto, "The Seventeenth Century Chinese Theory of Narrative: Its Reconstruction and Issues." 207-A Law Centre.
6 March, 4:30 p.m. Karl S.Y. Kao, "Derivational Poetics: Adaptations in Chinese Narrative Tradition." 207-A Law Centre.

Native Students Club

6 March, 9 a.m. to 3 p.m. Forum on "Treaty Review: First Ministers' Conference." Speakers to include: Harry Allen, Vice-Chief, North, Assembly of First Nations; John Amagoalik, Chairman, Inuit Committee on National Issues; Metis National Council; Louis "Smokey" Bruyere, President, Native Council of Canada; Prairie Treaty Nations Alliance. National Native leaders will talk about the constitutional positions they will present at the First Ministers' Conference which will be held next month. SUB Theatre.

East Asian Languages and Literatures

6 March, 2:30 to 5 p.m. Students' Speech Contest in Japanese. Sponsored by the Consulate-General of Japan in Edmonton and the Japan Foundation, Tokyo. Grand Prize contributed by Canadian Pacific Airlines. 3-05 Business Building.
12 March, 3 p.m. Roy Starrs, Department of Asian Studies, University of British Columbia, "Mishima Yukio as a Philosophic Novelist." L-4 Humanities Centre.
13 March, 3 p.m. Yuzo Ota, Department of History, McGill University, "Use of the English Language in Modern Japan: With Special Reference to the Question of Cultural Identity." L-4 Humanities Centre.

Faculté Saint-Jean

6 mars, 7:30 p.m. Conférence de Mesdames Simone LeBlanc-Rainville, PhD, et Catalina Ferrer, MA, "Le développement de l'être: est-ce possible en éducation." Faculté Saint-Jean.

Physical Education and Sport Studies

9 March, 1 p.m. Gerd von der Lippe, Telemark Distriktschogskole, Norway, "The Committee for Women in the Norwegian Confederation of Sports: Then and Now." E-436 Van Vliet Centre.
10 March, 2 p.m. Gertrud Pfister, Freie Universität Berlin, "Women in Sport in Germany: Historical and Present Perspectives." E-436 Van Vliet Centre.

Economics

9 March, 3 p.m. Marcel Boyer, Professor and Chairman, Département de Sciences Economiques, Université de Montréal, "Theoretical industrial organization: endogenous rationing in a duopoly with price-quantity strategies (the homogeneous product case)." 8-22 H.M. Tory Building.
10 March, 3:30 p.m. Dr. Boyer, "The same subject matter, but for the differentiated product case." 8-22 H.M. Tory Building.

Nursing

9 March, 4 p.m. Ada Sue Hinshaw, Director of Research, College of Nursing, University of Arizona, Tucson, "Nursing Research in Clinical Settings: A Valuable Merger." 2F1.04 Walter Mackenzie Health Sciences Centre, Classroom D.

J.G. O'Donoghue Memorial Lecture

12 March, 4 p.m. A.J.F. Webster, Head, Department of Animal Husbandry, University of Bristol, "Meat and Right—Farming as if the Animal Mattered." L-1 Humanities Centre.

The Arts

Exhibitions

Ring House Gallery

Until 8 March. Judith Lamb—"Rooms of the Unknown Woman." A series of mixed media sculptures executed in 1985 and 1986.

FAB Gallery

Until 8 March. "Celebrations—works by selected graduate students, 1970-1986."

Bruce Peel Special Collections Library

2 March through 29 May. "Books Are/Books Are Not: Artists; Books and Bookworks, 1950-1986." B-7 Rutherford South. Hours: 8:30 a.m. to 4:40 p.m. Monday and Friday; 8:30 a.m. to 6 p.m. Tuesday, Wednesday and Thursday; noon to 5 p.m. Saturday.

Music

All concerts take place in Convocation Hall.
27 February, 8 p.m. Visiting Artist Series—Joachim Segger, piano.
28 February, 5 p.m. Junior Student Recital—Debby Wiebe, soprano.
28 February, 8 p.m. Senior Student Recital—Elizabeth Laich, piano.

SUB Theatre

27 February, 8 p.m. "Jumpin' Jack Flash." 28 February, 8 p.m. "The Fly."
5 to 7 March, 8 p.m. The U of A Mixed Chorus Annual Concert. 432-7803. 437-7161.

Edmonton Chamber Music Society

4 March, 8 p.m. "The Deller Consort"—a program of lute music. Sponsored by Esso Petroleum Canada. 433-8102. SUB Theatre.

Edmonton Film Society

9 March, 8 p.m. International Series—"Gates of the Night" (Portes de la Nuit) (France, 1946). TL-11 Tory Lecture Theatre.

Broadcasts

Radio

CKUA
28 February, 7 p.m. Music at the University of Alberta presents "What's So Funny About the Bassoon?" Guest: William Harrison.
7 March, 7 p.m. Music at the University of Alberta presents "Music Before Bach." Guest: Mitchell Brauner.
14 March, 7 p.m. Music at the University of Alberta presents "Twentieth-Century Song." Guest: Elsie Hepburn.

CJSR-FM

Eclectic programming, including folk, jazz, new music, rock and U of A news and sports coverage. See *Airtight* magazine for full programming details. Send public service announcements to 224 SUB, 432-5244.

Award Opportunities

University of Alberta, Alumni Association, 75th Anniversary Scholarship

The University of Alberta Alumni Association has established an annual scholarship in honor of the University's 75th Anniversary.

The scholarship will be in the amount of up to \$1,500.

The scholarship will be presented to a full-time student who has attended the University of Alberta for at least the two previous years.

Criteria

1. The student's contribution to campus life and to the University of Alberta community will be a consideration.

2. The applicant should have a satisfactory academic standing and plan to continue studies at the University of Alberta.

Application forms and further information may be obtained from: Alumni Affairs Office, 430 Athabasca Hall, University of Alberta, Edmonton, Alberta T6G 2E8, or by telephoning 432-3224.

The application deadline date is 26 March 1987.

The scholarship will be presented at the Homecoming Dinner on 26 September 1987.

University of Alberta, Alumni Association, Maimie S. Simpson Memorial Scholarship

The scholarship, to be presented for the eighth time in 1987, is in the amount of \$1,500. It will be presented by the Alumni Association to a full-time student who has attended the University of Alberta for at least the two previous years.

Criteria

1. The basis for selection will be the student's contribution to campus life and to the University of Alberta community.
2. The student must have a satisfactory academic standing and plan to continue studies at the University of Alberta.

Application forms and further information may be obtained from: Alumni Affairs Office, 430 Athabasca Hall, University of Alberta, Edmonton, Alberta, or by telephoning 432-3224.

The application deadline date is 26 March 1987.

The scholarship will be presented at the Homecoming Dinner on 26 September 1987.

Surplus Equipment

The equipment appearing in this column is available only to University departments with University-administered funds. For more information, telephone Jody Brookwell or Roy Bennett, 432-3208.

For sale: (1) AJ 510 Computer Terminal Gillian Shaw, Biochemistry, 432-2558. (1) AJ 510A Computer Terminal (1) AJ 833 Printer (1) AJ 833 Tractor Feed for Printer Gordon Weir, Occupational Health and Safety, 432-5378. AJ-510 terminal modified for MTS use. Tom Johnson, Psychology, 432-5216.

Positions

The University of Alberta is committed to the principle of equal opportunity in employment and encourages applications from all qualified people.

In accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents.

Academic

Chair, Canadian Studies

The Canadian Studies Committee in the Faculty of Arts seeks a new Chair for the Committee and the Canadian Studies Program, effective 1 July 1987. The term for this position is normally three years. Canadian Studies is a full degree program with about thirty students currently enrolled. Duties include

calling and conducting full Committee meetings at intervals throughout the academic year; preparing budgets; representing the Program in University councils and to the public; assisting in the organization of activities such as scholarly conferences and fund-raising projects like the proposed Chair in Canadian Studies; performing routine administration; being available to students; and directing the on-going development of the Program, especially in curriculum.

Suggestions of suitable candidates for the position, or self-nominations, may be sent to the Chairman of the Search Committee, Dr. David Mills, Department of History, Tory Building, University of Alberta, Edmonton, Alberta T6G 2H4. Telephone: 432-4688. Deadline for submission of applications is 20 March 1987.

Support Staff

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 432-5201. Due to publication lead time and the fact that positions are filled on an on-going basis, these vacancies cannot be guaranteed beyond 20 February 1987. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR.

Departmental/Executive Secretary,
Office of the Vice-President
(Academic), (\$1,716-\$2,208)
Technician I (Trust/Term), Foods and
Nutrition, (\$1,580-\$2,027)
Technician II (Split funded), Oral
Biology, (\$1,791-\$2,304)
Technologist I (Trust), Pathology,
(\$1,945-\$2,510)
Laboratory Technologist II, Provincial
Laboratory, (\$2,115-\$2,741)
Programmer Analyst III, Computing
Science, (\$2,741-\$3,579)

For vacant Library positions, please contact the Library Personnel Office, Basement, Cameron Library, 432-3339.

extras. Very well taken care of. Asking \$69,000. David Thompson, Royal LePage, 438-5100.

Sale or rent - Old Glenora, totally refurbished and upgraded brick bungalow. Including gourmet kitchen and finished basement. Private yard surrounded by evergreen and cedar trees. Must be seen. 455-4027.

Sale - Windsor Park. Two new listings. Bungalow on lovely treed lot and two-storey, four-bedroom home. Both have hardwood floors, double garages. Pat von Borstel, 437-6540, 436-5250. Spencer Real Estate.

Accommodations wanted

Academic family will care for your home, July-August: 454-6153.

Goods for sale

Cash paid for appliances, 432-0272. Books bought and sold - The Edmonton Book Store in HUB Mall will pay cash for book collections and individual, rare items. Appraisals available. Open seven days a week. 433-1781.

Kenwood AM-FM stereo receiver, \$150; 2 AR4X acoustic speakers, \$75 each. 435-1277.

Typewriters to buy or rent by the hour/day/week. Open every day, weekday evenings. Mark 9, HUB Mall. 432-7936.

Services

Donnic Word Processing. Specializing in theses, manuscripts, etc. 8315A 105 St. 432-1419.

Backaches? Stress tension? Special therapy at Back-Basics (supplementary health care reimburses treatment costs). Maria Krieg is a spine specialist, university-trained in Düsseldorf. 11610 75 Avenue. 436-8059.

Editing, research and writing services by MA (English), BCom. Manuscripts, reports, dissertations, correspondence. 434-8975.

City Secretarial Service, 432-0138. Thesis (word processed) \$18/hour. Electronic scanning \$3/page. Typing (double space/10 pitch) \$1.75/page.

Typing, word processing, theses, manuscripts, in English, German, Italian, Serbocroat. 479-6849.

Fascinating, exotic Turkey! Personally escorting six to ten eager travellers. May, July, September. Contact Golden Horn Tours, #611 10136 100 St. 429-1352.

Students save 30% interest in 30 days (guaranteed). Wayne's Dept. one, 2567 135 Ave., Edmonton, Alberta T5A 3S5. \$5 per report.

Carpentry/renovations: Framing, finishing, drywall taping, lino, arbourite, plumbing, electrical, skylights, sun decks. References. Dave Richards, 437-0794.

Homestay families wanted for approximately one month beginning April 1987 for students from People's Republic of China. Call 432-2958 after

4:30 p.m., leaving name, phone number for a return call.

Africa! Adventurous travellers required for west African Land Rover expedition. Appreciation, respect for remote places, African cultures essential. Primarily camping. Includes Sahara, Côte d'Ivoire, Guinea, Senegal, Mauritania. September departure. Leslie, 481-0541.

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Accommodations available

For rent - New 2,800 sq. ft. home. Riverbend. Four bedrooms, fifteen minutes from campus. Furnished or unfurnished, one year from 1 August. References. 430-6196.

Rent - Toronto house. September 1987-June 1988. Three bedrooms, study, 2 1/2 baths, recreation room. Close to public transit, schools. \$1,600/month and utilities. Call McDougall, 432-5420 or 439-9988 (evenings, weekends).

For sale - Windsor Park bungalow, 11731 91 Ave. Call Doug McKim, Royal LePage, 435-4983, for particulars.

Sale - Twenty acres in northeast Edmonton. Phone 1-878-3782 evenings.

Sale - Lakefront, Castle Island. Attractive cottage, stone fireplace, park-like grounds. For more information, call Eleanor Duncan, Royal LePage, 438-4700, 434-7368.

Sale - Wide selection, mint-condition townhouses. 7 1/4 percent mortgages. New appliances. South side, west end locations. Price \$45,000-\$60,000. Call Florence or Richard, Spencer Real Estate. 436-5250.

Sale - Neighbor to U of A! Beautiful two-bedroom with complete suite downstairs, new carpets, includes

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